

Department of Workforce Development

C6 TAA/CCCT Project



WEST HILLS
COMMUNITY COLLEGE DISTRICT

Carole Goldsmith, Ed.D
Vice Chancellor Educational Services and
Workforce Development

Robert Pimentel
Director of Special Grant Programs
Workforce Development

About C6 Consortium

- **Central Valley Region- 11 Community Colleges in Central California**
- Only California consortium funded
- Focus on: Employer need
 1. Ag/Manufacturing – All the trades that support manufacturing - Electrical, welding, maintenance mechanic
 2. Health care – Psych Tech, LVN, LVN-to-RN upgrade, Psych Tech-to-RN, Sterile Processing/Multi-skilled Worker, and other allied health
 3. Alternative Energy



Regional Approach

Guiding Principles

- 1. Design an Integrated Program***
- 2. Enact Cohort Enrollment***
- 3. Implement Block Schedules***
- 4. Compress Classroom Instruction***
- 5. Embed Remediation***
- 6. Increase Transparency, Accountability and Labor Market Relevance***
- 7. Transformative Technology***
- 8. Innovative Student Support Services***



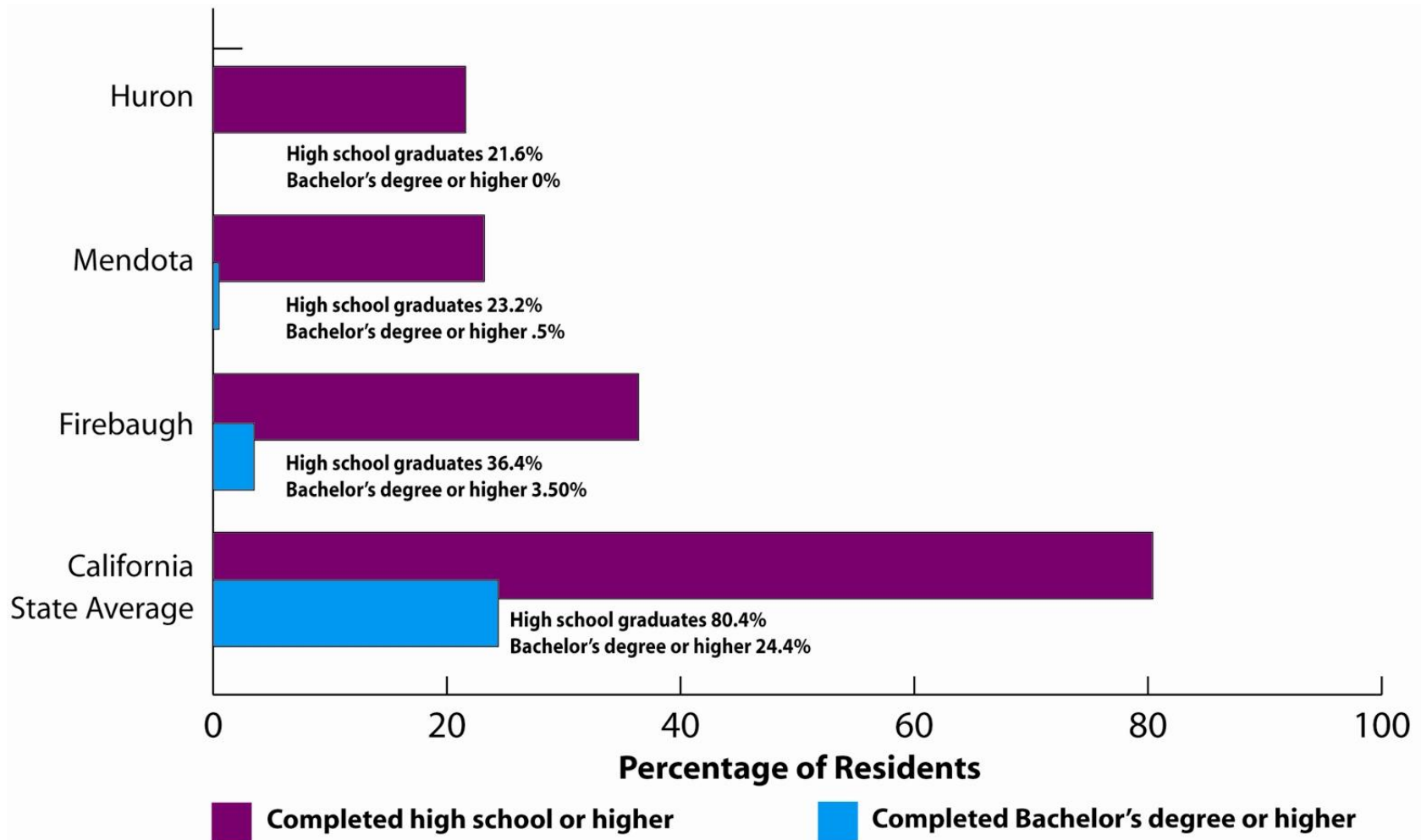
Population being served...

Participants in 3 Career Technical Education Areas

- Large portion are mono-lingual Spanish Speakers
- Gender based bias
- Most need basic skill development
- ✓ Low percentage of degrees attained.
- ✓ Low educational attainment is common.
- Unemployed/under-employed
- ✓ Often work low paying, seasonal, agricultural jobs.
- ✓ Per capita income \$12-\$15K x year
- ✓ Many 1st generation student or returning

Sample Educational Attainment Results

WHCCD



Important partnerships

Local WIB Partnerships

- WHCCD is a provider of services to the local WIB in our area
 - ✓ Office space at One Stop Centers
 - ✓ Additional Business Outreach support
 - ✓ Co-enrollments for ex-offenders, youth not qualified for this grant OR need additional support

Municipalities/ Economic Development Corporations (EDC's)

- Information for employers regarding tax credits (BEAR Action Network)
- Sites for training
- Access to new and existing employers

Industry Partnerships

- Curriculum development – RED Team participants
- Hired as instructors
- Advisory boards – Serve on Steering Committee
- Internships and Job placement



How do we engage industry?

Team approach: Staff routinely seek out key industry personnel to get updates, employment outlook and conduct need assessments

- ✓ **Our focus - We build and foster relationships**
- ✓ **Value their expertise and time**
 - Follow-up
- ✓ **Deliver on promises**
- ✓ **Provide them with frequent and meaningful “real communication”**
 - *Yes “techno” solutions are important*
 - *“Real time” is more important – face-to-face contact, and share a cup of coffee*
- ✓ **Provide time for existing faculty to meet with them and job shadow**

How do we engage industry?

- ✓ **We build curriculum based on industry need...**
 - green energy and other industry sectors alike.**
 - *Industry is included in development of all curriculum to ensure demand is being met*
- ✓ **Provide them with information regarding tax credits and vouchering**
 - *EZ, WOTC, BEAR Action Network Company Analysis (partnership with EDC)*
- ✓ **Pre-screening of employees**
 - *Staff conducts preliminary screening of new employees*
- ✓ **Develop internship agreements**
 - *Important to continuously receive feedback from industry on our CTE programs*
- ✓ **Trained workforce that matches their needs...**

Services Offered through partnerships

Supportive Services during training

- Whatever is required to complete the class they chose to participate in
 - ✓ Including: tools, childcare, mileage reimbursement, etc...

Supportive Services pre-employment

- Clothing/ uniforms required by employer
- Tools required by employer
- Mileage reimbursement & Childcare for up to a month
- ALL Support Services offered are verified with employer

Retention

- Post-follow up calls- 30, 60, 90 days after employment begins
- Offers supportive services (as needed) to retain employment
- Follow-up continues for 12 months after employment
- Follow-up with employers

Lessons learned from previous grants

Know your community and continue to build trust

- Help with recruitment, facilities, etc

Give industry what they need

- Train your business staff to meet employer needs
- Training, information, referrals

Include partners in curriculum discussions and LISTEN to their needs



Questions...



Thank you